

**ANNEXURE "H5"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON**

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
Basic establishment charge *	R 104,38
Total minimum charge *	R 189,55
One Man Band / Rent A Chairs	R 215,00

See Annexure C	See Annexure C
See Annexure C	See Annexure C
R 104,38	R 104,38
R 189,55	R 189,55
R 215,00	R 215,00

Work Code	Work Code Description	2017 Salary	2018 salary 6% increase	Union or Agency Fee	* BC Fee Employer	* BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2002	Barber - Trainee	R 2 209,33	R 2 341,89	R 108,00	R 28,10	R 80,08	R 140,51	R 140,51	R 11,71	R 11,71
2004	Barber - Junior	R 2 840,57	R 3 011,01	R 108,00	R 28,10	R 80,08	R 180,66	R 180,66	R 15,06	R 15,06
2006	Barber - Senior	R 4 734,29	R 5 018,35	R 108,00	R 28,10	R 80,08	R 301,10	R 301,10	R 25,09	R 25,09
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 3 925,59	R 4 161,12	R 108,00	R 28,10	R 67,44	R 249,67	R 249,67	R 20,81	R 20,81
3014	Beauty Therapist / Health & Skincare Therapist	R 4 509,57	R 4 780,14	R 108,00	R 28,10	R 67,44	R 286,81	R 286,81	R 23,90	R 23,90
3022	Cleaner - Beauty	R 3 025,10	R 3 206,61	R 108,00	R 28,10	R 67,44	R 192,40	R 192,40	R 16,03	R 16,03
4018	Drybar Worker		**							
2010	General Assistant	R 1 853,98	R 1 965,22	R 108,00	R 16,87	R 33,72	R 117,91	R 117,91	R 9,83	R 9,83
2012	General Assistant after 5 years	R 1 947,24	R 2 064,08	R 108,00	R 16,87	R 33,72	R 123,84	R 123,84	R 10,32	R 10,32
2014	General Assistant after 10 years	R 2 040,51	R 2 162,94	R 108,00	R 16,87	R 33,72	R 129,78	R 129,78	R 10,81	R 10,81
2020	Hairdresser - 1st year after qualified	R 3 741,37	R 3 965,86	R 108,00	R 28,10	R 80,08	R 237,95	R 237,95	R 19,83	R 19,83
2022	Hairdresser - Qualified	R 4 992,68	R 5 292,24	R 108,00	R 28,10	R 80,08	R 317,53	R 317,53	R 26,46	R 26,46
2024	Hairdresser - Qualified - after 5 years	R 5 241,83	R 5 556,34	R 108,00	R 28,10	R 80,08	R 333,38	R 333,38	R 27,78	R 27,78
2026	Hairdresser - Qualified - after 10 years	R 5 490,97	R 5 820,42	R 108,00	R 28,10	R 80,08	R 349,23	R 349,23	R 29,10	R 29,10
2046	LEARNER – Entry Level	R 2 051,65	R 2 174,75	R 108,00	R 16,87	R 33,72	R 130,48	R 130,48	R 10,87	R 10,87
2048	LEARNER – Level 2	R 2 424,66	R 2 570,14	R 108,00	R 16,87	R 33,72	R 154,21	R 154,21	R 12,85	R 12,85
2050	LEARNER – Level 3	R 2 723,91	R 2 887,34	R 108,00	R 21,08	R 46,37	R 173,24	R 173,24	R 14,44	R 14,44
2052	LEARNER – Level 4	R 2 988,38	R 3 167,69	R 108,00	R 21,08	R 46,37	R 190,06	R 190,06	R 15,84	R 15,84
4000	STUDENTS - Entry Level	R 2 051,65	R 2 174,75	R 108,00	R 18,16	R 36,31	R 130,48	R 130,48	R 10,87	R 10,87
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 424,66	R 2 570,14	R 108,00	R 18,16	R 36,31	R 154,21	R 154,21	R 12,85	R 12,85
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 723,91	R 2 887,34	R 108,00	R 22,70	R 49,94	R 173,24	R 173,24	R 14,44	R 14,44
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 988,38	R 3 167,69	R 108,00	R 22,70	R 49,94	R 190,06	R 190,06	R 15,84	R 15,84

Work Code	Work Code Description	2017 Salary	2018 Salary 6% Increase	Union or Agency Fee	* BC Fee Employer	* BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
3032	Manager - Beauty	R 7 627.88	R 8 085.56	R 108.00	R 28.10	R 67.44	R 485.13	R 485.13	R 40.43	R 40.43
2060	Manager - Hairdresser	R 6 494.53	R 6 884.20	R 108.00	R 28.10	R 80.08	R 413.05	R 413.05	R 34.42	R 34.42
2062	Manager - Hairdresser after 5 years	R 6 818.83	R 7 227.95	R 108.00	R 28.10	R 80.08	R 433.68	R 433.68	R 36.14	R 36.14
2064	Manager - Hairdresser after 10 years	R 7 143.13	R 7 571.72	R 108.00	R 28.10	R 80.08	R 454.30	R 454.30	R 37.86	R 37.86
3030	Manager - only (Beauty Establishment)	R 5 756.90	R 6 102.31	R 108.00	R 28.10	R 67.44	R 366.14	R 366.14	R 30.51	R 30.51
2054	Manager - only (Hairdressing)	R 5 257.13	R 5 572.56	R 108.00	R 28.10	R 80.08	R 334.35	R 334.35	R 27.86	R 27.86
2056	Manager - only (Hairdressing) after 5 years	R 5 466.25	R 5 794.22	R 108.00	R 28.10	R 80.08	R 347.65	R 347.65	R 28.97	R 28.97
2058	Manager - only (Hairdressing) after 10 years	R 5 726.81	R 6 070.42	R 108.00	R 28.10	R 80.08	R 364.23	R 364.23	R 30.35	R 30.35
3034	Manicurist / Pedicurist / Wax Technician	R 2 550.20	R 2 703.21	R 108.00	R 28.10	R 67.44	R 162.19	R 162.19	R 13.52	R 13.52
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 657.64	R 1 757.09	R 108.00	R 28.10	R 67.44	R 105.43	R 105.43	R 8.79	R 8.79
3040	Nail technician - Unqualified	R 2 576.17	R 2 730.74	R 108.00	R 28.10	R 67.44	R 163.84	R 163.84	R 13.65	R 13.65
3084	Nail Technician - Certified	R 2 651.20	R 2 810.27	R 108.00	R 28.10	R 67.44	R 168.62	R 168.62	R 14.05	R 14.05
3038	Nail technician - Qualified	R 3 093.07	R 3 278.65	R 108.00	R 28.10	R 67.44	R 196.72	R 196.72	R 16.39	R 16.39
3087	Massage Therapist - One Year Qualified	R 3 932.60	R 4 168.56	R 108.00	R 28.10	R 67.44	R 250.11	R 250.11	R 20.84	R 20.84
2067	Operator - Trainee	R 1 762.13	R 1 867.86	R 108.00	R 16.87	R 33.72	R 112.07	R 112.07	R 9.34	R 9.34
2068	Operator	R 3 482.50	R 3 691.45	R 108.00	R 16.87	R 33.72	R 221.49	R 221.49	R 18.46	R 18.46
2070	Operator - after 5 years	R 3 656.48	R 3 875.86	R 108.00	R 16.87	R 33.72	R 232.55	R 232.55	R 19.38	R 19.38
2072	Operator - after 10 years	R 3 830.45	R 4 060.28	R 108.00	R 16.87	R 33.72	R 243.62	R 243.62	R 20.30	R 20.30
2074	Operator - Multi skilled	R 3 957.12	R 4 194.54	R 108.00	R 16.87	R 33.72	R 251.67	R 251.67	R 20.97	R 20.97
2076	Operator - Multi skilled - after 5 years	R 4 154.77	R 4 404.06	R 108.00	R 16.87	R 33.72	R 264.24	R 264.24	R 22.02	R 22.02
2078	Operator - Multi skilled - after 10 years	R 4 352.41	R 4 613.56	R 108.00	R 16.87	R 33.72	R 276.81	R 276.81	R 23.07	R 23.07
3042	Receptionist - Beauty Establishment	R 5 138.54	R 5 446.85	R 108.00	R 28.10	R 67.44	R 326.81	R 326.81	R 27.23	R 27.23
2082	Receptionist - Hairdressing salon	R 3 571.58	R 3 785.87	R 108.00	R 28.10	R 67.44	R 227.15	R 227.15	R 18.93	R 18.93
2086	Receptionist - Hairdressing salon - after 10 years	R 3 929.29	R 4 165.04	R 108.00	R 28.10	R 67.44	R 249.90	R 249.90	R 20.83	R 20.83
2084	Receptionist - Hairdressing salon - after 5 years	R 3 749.73	R 3 974.72	R 108.00	R 28.10	R 67.44	R 238.48	R 238.48	R 19.87	R 19.87
3048	Somatologist 3 Years	R 4 734.29	R 5 018.35	R 108.00	R 30.26	R 72.62	R 301.10	R 301.10	R 25.09	R 25.09
3052	Somatologist B Tech - 4 years	R 5 176.16	R 5 486.72	R 108.00	R 30.26	R 72.62	R 329.20	R 329.20	R 27.43	R 27.43
3054	Somatologist - B Tech Laser	R 5 554.90	R 5 888.19	R 108.00	R 28.10	R 67.44	R 353.29	R 353.29	R 29.44	R 29.44
1012	Specific Skilled Stylist	R 2 238.14	R 2 372.43	R 108.00	R 30.26	R 86.24	R 142.35	R 142.35	R 11.86	R 11.86
1014	Specific Skilled Stylist - after 5 years	R 2 350.89	R 2 491.94	R 108.00	R 30.26	R 86.24	R 149.52	R 149.52	R 12.46	R 12.46
1016	Specific Skilled Stylist - after 10 years	R 2 462.23	R 2 609.97	R 108.00	R 30.26	R 86.24	R 156.60	R 156.60	R 13.05	R 13.05
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	R 1 451.72	R 1 538.83	R 108.00	R 30.26	R 86.24	R 92.33	R 92.33	R 7.69	R 7.69
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 1 596.49	R 1 692.28	R 108.00	R 30.26	R 86.24	R 101.54	R 101.54	R 8.46	R 8.46

Work Code	Work Code Description	2017 Salary	2018 Salary 6% Increase	Union or Agency Fee	* BC Fee Employer	* BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years	R 1 524.11	R 1 615.55	R 108.00	R 30.26	R 86.24	R 96.93	R 96.93	R 8.08	R 8.08
2089	Working Employer (in Salon with Staff)	R 4 992.68	R 5 292.24	R -	R -	R -	R -	R -	R 79.38	R -
2139	Rent A Chair / One Man Band (No Staff)	R 4 992.68	R 5 292.24	R 108.00	R 215.00	R -	R -	R -	R 158.77	R -

**NOTES**

<b>CASUAL EMPLOYEE</b>	An employee who substitutes for any permanent employee who is sick or on leave employment
<b>PART TIME EMPLOYEE</b>	<p>An employee who works 1 or 2 or 3 days per week</p> <p>Remuneration / Basic Salary / Wages shall be calculated at the prescribed <b>DAILY</b> rate for that category of employment</p> <p>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.</p> <p>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.</p> <p>Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017</p>
<b>WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND</b>	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
<b>PENSION FUND</b>	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
<b>DAILY RATE CALCULATION</b>	<p>Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)</p> <p>Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week)</p> <p>Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)</p> <p>Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)</p>
<b>SICK PAY FUND</b>	Sick Pay Fund Contributions to be paid by all Employees will be 1% of the Basic Salary of the Employee. Contributions payable by all Employers will be 1% of the Basic Salary of the Employee.
<b>COMMISSION EARNERS</b>	<p>All Stylist will be paid 40% commission</p> <p><b>NO STOCK DEDUCTIONS ARE ALLOWED</b></p>

Work Code	Work Code Description	2017 Salary	2018 Salary 6% Increase	Union or Agency Fee	* BC Fee Employer	* BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
	<b>ABBREVIATION DESCRIPTIONS</b>  BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund									
	<b>* COUNCIL LEVIES FOR NEW SALONS REGISTERED AFTER 1ST NOVEMBER 2017</b>	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the 1st of November 2017, will be as follows: 1. Employers to deduct 1.3% Council Levy from each employee's basic salary. 2. Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.								
	<b>** DRYBAR WORKER</b>	Salary as per Contract of Employment								